

2004

North Dakota
State Employee
Compensation Report

to the

Joint House & Senate
Appropriations Committees

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Table of Contents

Introduction	1
#’s and Types of Employees	1
Classified Employee Information	
Average Employee	1
By Grade.....	2
Salary Distribution.....	3
Salary Range Quartile Distribution.....	3
Turnover Information	4
Retirement Projections	5
Salary Increase History	6
Salary Survey	7
Central States Compensation Association	7
Job Service (OES).....	7
Payline Comparisons.....	9
Benefit Survey	13
Observations/Conclusions.....	15
Appendix	
CSCA Data Table	17
JSND Data Table.....	22
1999 & 2001 Market/Equity Distribution Plan	24

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INTRODUCTION

This report is provided as a resource describing and analyzing the compensation of North Dakota State Employees. The report focuses on “career service” employees.

North Dakota currently employs approximately 7,316 ‘regular’ employees. This number does NOT include the University System. This number does not include temporary employees

Generally, the 7,316 employees is comprised of:

6,409	Classified	Career or Civil Service employees under the jurisdiction of HRMS Personnel System
907	Unclassified	Includes State Officials (Elected, Appointed, Deputies); Legislative Council staff; ND Court System; Workforce Safety & Insurance; Dept of Commerce; Physicians; Teachers; and other miscellaneous categories

This report focuses on the compensation of the Classified or Career Service employees under the jurisdiction of the classification system administered by the Human Resource Management Services (HRMS) Division of the Office of Management and Budget. The North Dakota Class Evaluation System administered by HRMS provides a consistent basis for determining the relative value of jobs within state government and for comparing that value to the compensation for jobs outside of North Dakota state government.

CLASSIFIED EMPLOYEE INFORMATION

The following tables provide a snapshot of facts and figures describing the classified workforce of the state. The first table describes an average employee over the years.

AVERAGE CLASSIFIED STATE EMPLOYEE

	Years of Age	Years of Service	Annual Salary	Actual Increase	Appropriated	Compa-Ratio	
January-93	42.0	9.5	22,189				
January-94	42.0	11.0	22,812	2.8%	\$60/mo		
January-96	46.0	11.4	25,476	11.7%	5.0%		
January-97	43.0	12.2	26,273	3.1%	3.0%		
January-98	43.8	12.1	27,034	2.9%	3.0%	0.98	
August-98	44.0	12.1	27,963	3.4%	3.0%	0.97	
November-99	44.2	12.2	28,860	3.2%	2.0%	0.96	*
August-00	44.4	12.3	29,993	3.9%	2.0%	0.97	**
August-01	44.8	12.5	31,467	4.9%	3.0%	0.96	*
December-02	45.4	12.6	32,262	2.5%	2.0%	0.96	
December-03	45.7	13.2	32,627	1.1%	0.0%	0.96	
December-04	45.9	13.2	32,604	0.0%	0.0%	0.96	

6,409 Classified Employees - Dec

* Included 1999 & 2001 Market/Equity Fund Increases (\$5.4 mill & \$5.0 mill respectively)

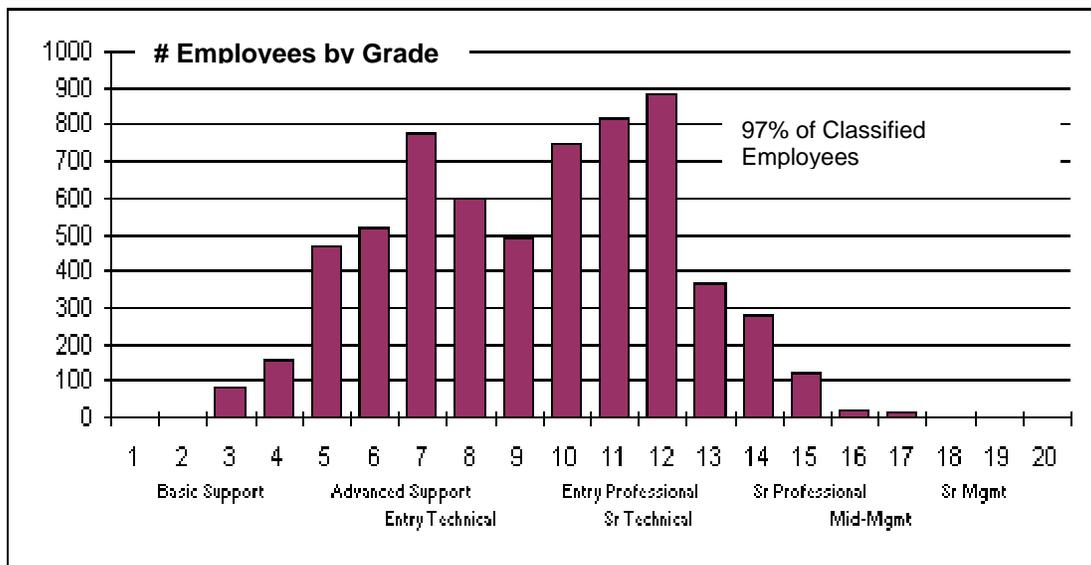
** Included authorization for agencies to "self-fund" additional 1.0%

The following table details the averages by grade level.

EMPLOYEES AND AVERAGES BY GRADE

Grade	Midpoint	# Employees	Average			
			Age	Yrs Service	Salary	Compa-Ratio
1	14,580	1	43.1	17.1	1,196	0.98
2	16,032	0				
3	17,640	81	53.0	9.4	1,414	0.96
4	19,404	159	43.9	10.3	1,562	0.97
5	21,348	472	46.8	10.3	1,643	0.92
6	23,472	519	46.9	11.6	1,804	0.92
7	25,824	773	46.6	13.2	2,153	0.97
8	28,404	597	47.5	15.9	2,390	1.01
9	31,296	493	41.3	10.6	2,608	0.90
10	34,092	750	44.6	12.4	2,661	0.94
11	37,824	816	46.0	12.3	2,951	0.94
12	41,964	883	45.0	14.3	3,351	0.96
13	46,512	368	45.5	15.1	3,863	1.00
14	50,556	278	47.3	18.0	4,307	1.02
15	57,066	121	49.8	16.8	4,986	1.05
16	63,156	18	51.5	20.0	5,494	1.04
17	69,888	16	49.7	22.0	6,082	1.04
18	77,328	2	52.7	18.8	6,444	1.02
19	85,500	2	46.2	22.3	6,532	0.92
20	94,608	0				

There are 20 grades in the pay plan although there are no employees currently in grade 1 or 20. 97% of classified employees are in grades 4 through 15.



SALARY DISTRIBUTION

SALARY DISTRIBUTION

Classified Employee Salary Distribution	# of Employees	Percent
up to \$10,000	-	0.0%
\$10,000 to \$15,000	11	0.2%
\$15,000 to \$20,000	613	9.6%
\$20,000 to \$25,000	1,157	18.1%
\$25,000 to \$30,000	1,192	18.6%
\$30,000 to \$35,000	1,229	19.2%
\$35,000 to \$40,000	790	12.3%
\$40,000 to \$45,000	561	8.8%
\$45,000 to \$50,000	358	5.6%
\$50,000 to \$55,000	227	3.5%
\$55,000 to \$60,000	103	1.6%
\$60,000 to \$65,000	71	1.1%
\$65,000 to \$70,000	63	1.0%
\$70,000 to \$75,000	19	0.3%
\$75,000 to \$80,000	11	0.2%
\$80,000 to \$85,000	2	0.0%
\$85,000 to \$90,000	2	0.0%
	6,409	

- Over 46% of the classified workforce earns less than \$30,000/yr
- 22% of the classified workforce earns more than \$40,000/yr

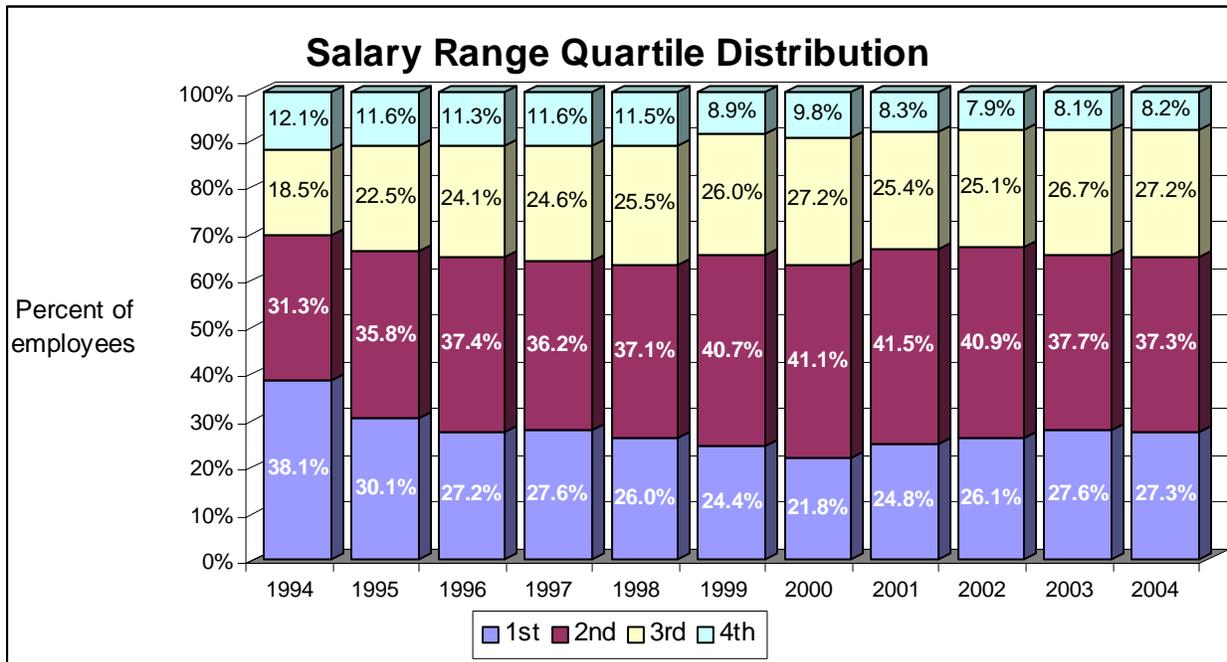
These pay levels may be put further into context with some information regarding the education levels of the workforce:

- 82% of Classified Employees have formal education or trade school beyond high school
- 54% of Classified Employees have a bachelors degree or higher

In the North Dakota general workforce:

- 84% of workers have completed high school
- 22% have a bachelors degree or higher

One goal of a pay plan is to establish salary ranges that are competitive within the employment market. A second goal is to pay employees properly within the salary range based on individual value to the organization (performance, training, experience, etc). One issue facing North Dakota is that funds have not been available to distribute pay of existing employees through the ranges. Consistently, over 2/3 of our employees have been paid in the lower half of their assigned salary range.



TURNOVER INFORMATION

Turnover rates are often used to evaluate the workplace. Compensation is one employment factor that can affect turnover rates. Other working conditions, benefits, employee/management relations, personal opportunities, and personal issues such as family and spouse employment opportunities can also play a role at least as significant as pay in job retention.

Detailed analysis can identify certain occupations or other demographic segments with more significant turnover issues. The following tables show an overall rate of 8.4% but identify some specific segments of our workforce where turnover is a more significant issue.

Turnover Rate Summaries

	Rate	# Sep'ns	Avg # E'ees
2001	9.0%	571	6,333
2002	7.7%	509	6,587
3/2003 - 2/2004	8.4% *	535	6,333

* Excludes Inter-Agency Transfers - rate including transfers is 9.3%

Implementation of the ConnectND HR module has improved the capability to separate Inter-Agency Transfers when analyzing turnover information.

Percent of Total Turnover By Reason

Reason	2001	2002	2003
Involuntary	10.5%	9.4%	12.1%
Retirement	14.4%	17.5%	22.2%
Other Employment/Personal	66.9%	66.4%	44.7%
Health or No Reason	8.2%	6.7%	20.9%

The reasons people leave state employment show a steady increase in retirement which is consistent with overall workforce demographics.

Although there is a reduction shown in resignations for 'Other Employment/Personal', it appears that may be offset by the increase in 'Health or No Reason'. Some resigning employees simply will not reveal their reasons or future plans.

Turnover rates by occupation are generally confirmed by agency observations of areas where recruiting is difficult. Agencies report that it's more and more difficult to find well-qualified administrative support staff. Educational positions are difficult to fill. Medical/Health occupations continue to see high demand. Custodial & Food Service have shown a significant increase from 2002 to 2003. Lower turnover rates showing up in Information Technology and Engineering occupations is probably due to aggressive salary administration triggered by high demand in those occupations for a number of years.

Turnover Rate by Occupation

Occupation	2001	2002	2003
Admin Support	9.1%	8.2%	9.7%
Info Tech	7.8%	6.0%	6.0%
Misc Admin	7.6%	7.6%	6.6%
Education	9.6%	13.2%	9.3%
Engineering	5.3%	3.6%	4.7%
Medical/Health	9.1%	10.7%	13.6%
Social Services	11.6%	9.9%	10.1%
Public Safety	10.2%	7.3%	8.3%
Natl Res/Agric	5.3%	2.5%	4.3%
Custodial & Food Svc	12.4%	6.6%	20.7%
Labor/Trades	6.5%	5.2%	6.0%

Finally, when turnover occurs in terms of years of service gives us further clues of what issues might exist. A very large portion (nearly 50%) of our total turnover occurs with employees who have less than 5 years of service.

Especially noteworthy is the rate of 27% for employees with 1-2 years of service; in other words, **we lose over ¼ of our employees between their 1 and 2 year anniversaries!**

The rate reduces significantly after 5 years and stays low all the way to 30 years of service. The Defined Benefit retirement plan is most likely a significant factor in keeping turnover low among those employees once they pass 5 years of service.

Obviously then, turnover increases dramatically as employees with 30 and over 40 years of service qualify for retirement.

Turnover Rate by Years of Service

Yrs	Turnover Rate	Total # Employees
Less than 1	7.7%	329
1 - 1.9	27.1%	357
2 - 2.9	14.2%	331
3 - 3.9	14.2%	333
4 - 4.9	11.8%	304
Less than 5 yrs	14.6%	1,654
5 - 9.9	7.5%	1,265
10 - 14.9	5.2%	965
15 - 19.9	5.1%	880
20 - 29.9	5.0%	1,289
30 - 39.9	14.6%	309
Over 40	26.0%	50

RETIREMENT PROJECTIONS

A few basic projections done the ND Public Employees Retirement System in March of this year showed that just over 6% of current employees are eligible for 'Normal' or 'Rule of 85' retirement. Another 15% meet requirements for early retirement.

Those same projections advanced to March 2007 showed 13% of current employees eligible for 'Normal' or 'Rule of 85' retirement. Another 19% would meet requirements for early retirement at that time.

The aging 'Baby Boomer' workforce impacting employment throughout the country is also being felt in North Dakota.

The following table compares salary increases appropriated for classified state employees with Market Increases reported through annual Salary Budget Surveys conducted by World at Work (formerly the American Compensation Ass'n) and with the annual reported CPI increase.

Salary Increase History				
Date	Amount	Specific Provisions	Mkt Inc *	CPI
7/1/83	2%	Ret Cont'n in lieu of salary increase	6.8%	3.2%
5/1/84	\$60/mo	Not appropriated but allowed by Governor within available agency funds		
7/1/84	2%	Ret Cont'n in lieu of salary increase	6.4%	4.3%
4/1/85	5.50%	Minimum increase of \$50	6.2%	3.6%
7/1/86	4%	Minimum increase of \$50	5.7%	1.9%
7/1/87	0%		5.0%	3.6%
7/1/88	0%		5.1%	4.1%
7/1/89	7.10%	Minimum increase of \$50	5.2%	4.8%
7/1/90	0%		5.4%	5.4%
7/1/91	4%	Minimum increase of \$50	5.0%	4.2%
7/1/92	\$40/mo	Averaged approximately 2%	4.6%	3.0%
7/1/93	\$60/mo	Averaged approximately 3.2%	4.2%	3.0%
7/1/94	3%		4.0%	2.6%
7/1/95	2%		3.9%	2.8%
7/1/96	3%	2% across the board; 1% for performance, range compression, & equity	4.0%	3.0%
7/1/97	3%	\$30 across the board; remainder of 3% appropriation based on merit & equity	4.1%	2.3%
7/1/98	3%	Same as 1997	4.2%	1.6%
7/1/99	2%	\$35 across the board; remainder of 2% appropriation based on merit & equity	4.2%	2.2%
7/1/00	2%	\$35 across the board; remainder of 2% appropriation based on merit & equity (additional 1% allowed with funding from existing appropriations)	4.4%	3.4%
7/1/01	3%	\$35 across the board; remainder of 3% appropriation based on merit & equity	4.4%	2.8%
7/1/02	2%	\$35 across the board; remainder of 2% appropriation based on merit & equity	3.7%	1.6%
7/1/03	0		3.4%	2.3%
7/1/04	0		3.4%	3.2% (Projected)
Average in last 10 yrs	2.0%		4.0%	2.5%

* Mkt Increase data from annual surveys by World at Work

SALARY SURVEY

Salary survey information is obtained from two sources. North Dakota participates with 26 other states in the Central States Compensation Association. The CSCA is a consortium formed to lessen the burden of states surveying each other and to ensure and improve the quality of salary survey information.

North Dakota focuses on the following 10 state governments for a comparative employment Market:

Colorado	Iowa	Kansas
Minnesota	Missouri	Montana
Nebraska	Oklahoma	South Dakota
Wyoming		

The second source is Job Service North Dakota through Occupational Employment Surveys.

Data from both of these sources provide the basis for the following payline charts. Specific data from the two surveys are shown in Appendix 1 – CSCA and in Appendix 2 – Job Service ND.

The following payline charts show comparisons of State Classified pay, Salary Range Midpoints, and Employment Market pay.

Chart 1 – Shows the relationship of average salaries, salary range midpoints, and the employment market as of December 2004.

Chart 2 – Shows the same information as Chart 1 but ‘zooms’ in on grades 4 – 15 to show more detail. 97% of classified employees are in grades 4 – 15.

- Average Salaries are lagging market pay ranging from 14 to over 30%
- Classified Midpoints are behind market pay by 17 to 30%

Chart 3 – Shows where the midpoints should be to maintain a relationship of 95% of market pay

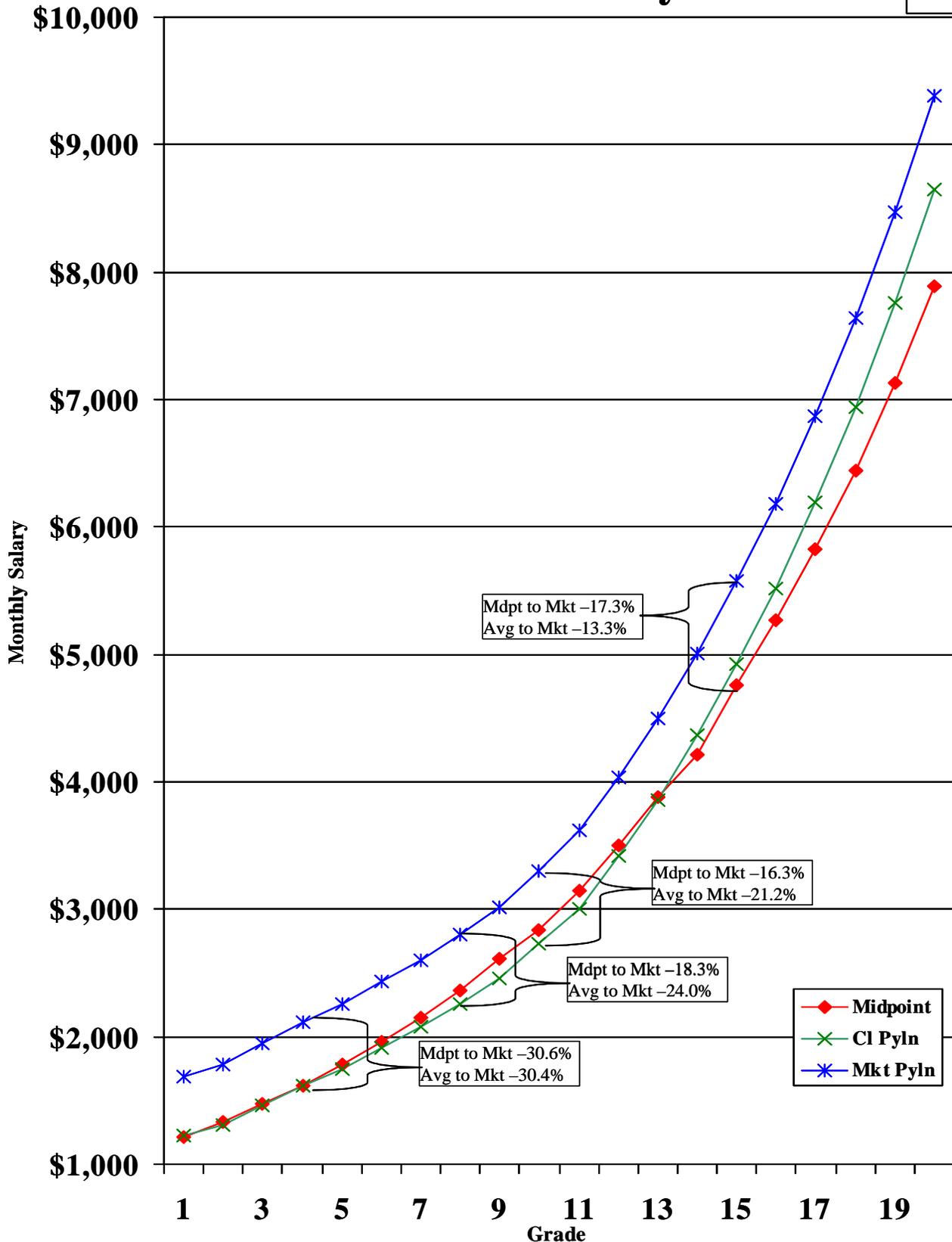
- Salary ranges need to be moved from 10 to 24%

Chart 4 – Shows that IF the midpoints are restored to 95% of market, average salaries would range from about 8% to 24% below the midpoints.

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Classified & Market Paylines

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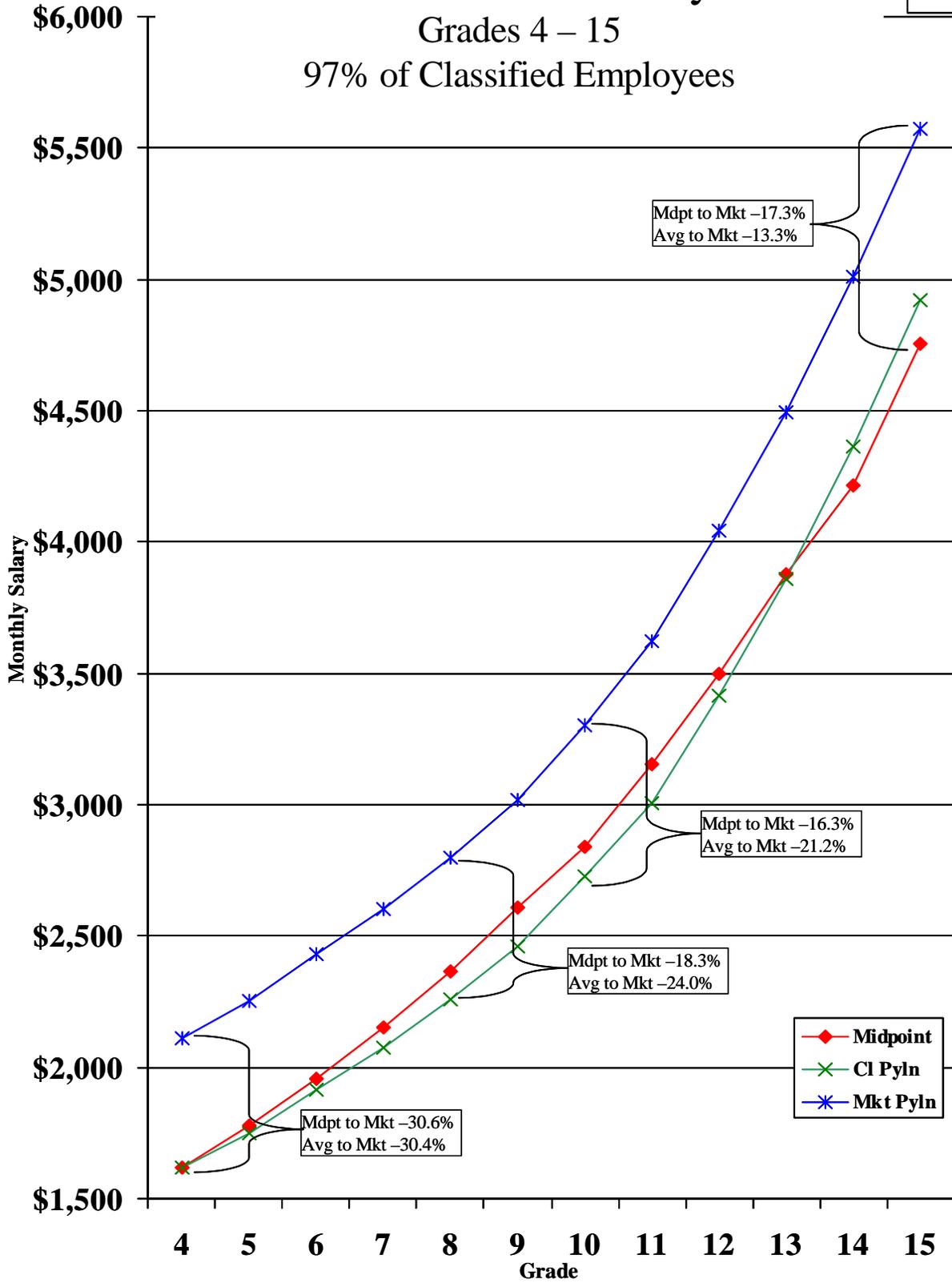


December 2004

Classified & Market Paylines

Grades 4 – 15

97% of Classified Employees



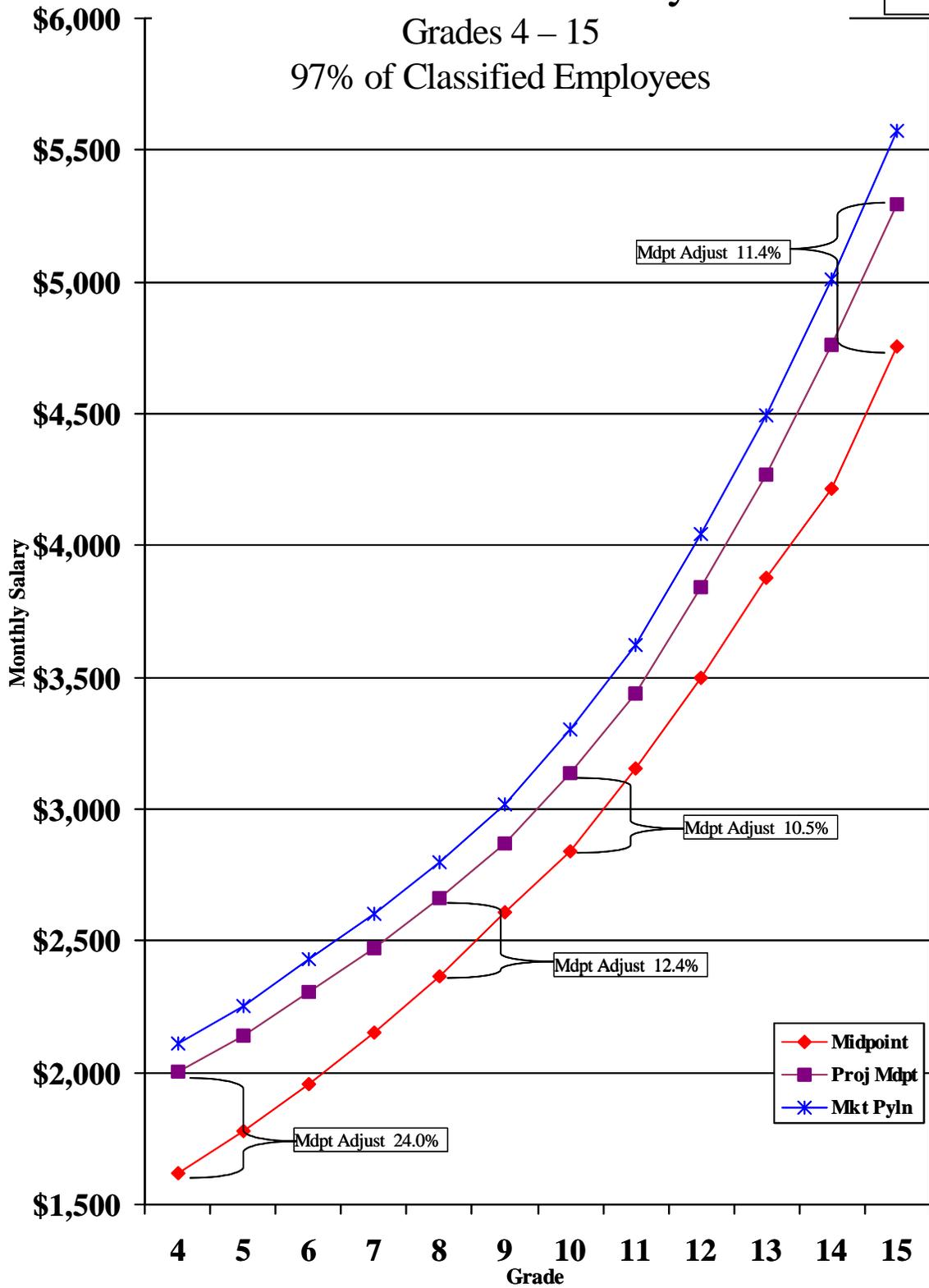
December 2004

Classified & Market Paylines

3

Grades 4 – 15

97% of Classified Employees



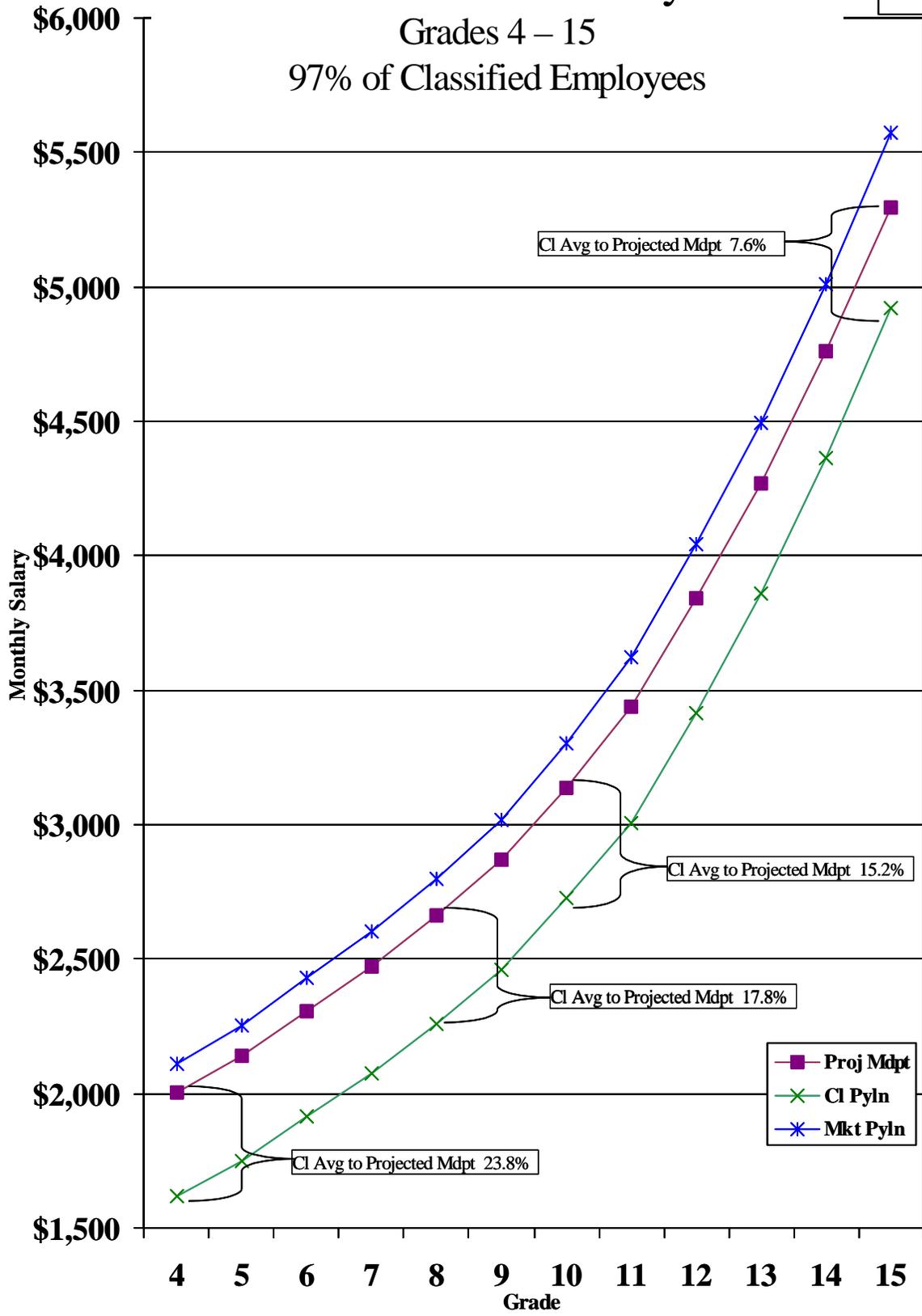
December 2004

Classified & Market Paylines

4

Grades 4 – 15

97% of Classified Employees



December 2004

BENEFITS

Another significant component of employee compensation is the fringe benefit package. The CSCA includes benefits in the association’s annual survey. Generally, the comparisons focus on the cost of benefits to the employer. Quality of benefits, especially insurances, is extremely difficult if not impossible to compare due to all the variables in coverage options. In general, North Dakota’s benefit package is competitive. The following tables compare benefits among the states.

“Table 36 – Central States Regional Total Compensation Analysis (Classified Only)” is taken from the CSCA Benefit Survey Report. The table calculates a ‘Total Compensation’ value for each state based on the reported average salary for the respective state classified employees and calculates leave based on a 5 year employee. The analysis calculates the hourly value for each benefit and includes that in a Total Compensation value.

Table 36 - Central States Regional Total Compensation Analysis (Classified Only)													
State	Average Salary	Vacation Hours	Sick Hours	Holiday Hours	Insurance			Life	Retirement	Social Security	Total Benefit	% of Salary	Total Comp'n
					Health	Dental	Vision						
COLORADO	\$45,425.00	120	80	80	\$326.46	\$16.26		\$0.14	10.15%				
per hour	\$21.84	\$1.26	\$0.84	\$0.84	\$1.88	\$0.09		\$0.03	\$2.22		\$7.17	32.82%	\$29.01
IOWA	\$45,545.00	120	144	88	\$687.86	\$20.19		\$0.23	5.75%	6.20%			
per hour	\$21.90	\$1.26	\$1.52	\$0.93	\$3.97	\$0.12		\$0.05	\$1.26	\$1.36	\$10.46	47.77%	\$32.36
KANSAS	\$32,139.00	120	96	80	\$513.57	\$21.72		\$0.42	4.87%	6.20%			
per hour	\$15.45	\$0.89	\$0.71	\$0.59	\$2.96	\$0.13		\$0.10	\$0.75	\$0.96	\$7.09	45.91%	\$22.55
MINNESOTA	\$44,621.00	130	104	88	\$848.39	\$19.10			4.00%	6.20%			
per hour	\$21.45	\$1.34	\$1.07	\$0.91	\$4.89	\$0.11			\$0.86	\$1.33	\$10.52	49.03%	\$31.97
MISSOURI	\$29,477.00	120	120	96	\$703.00			\$0.49	10.64%	6.20%			
per hour	\$14.17	\$0.82	\$0.82	\$0.65	\$4.06			\$0.11	\$1.51	\$0.88	\$8.85	62.41%	\$23.02
MONTANA	\$32,524.00	120	96	84	\$511.00	\$28.60		\$0.23	6.90%	6.20%			
per hour	\$15.64	\$0.90	\$0.72	\$0.63	\$2.95	\$0.17		\$0.05	\$1.08	\$0.97	\$7.47	47.77%	\$23.11
NEBRASKA	\$33,877.00	120	112	96	\$785.16			\$0.14	6.75%	6.20%			
per hour	\$16.29	\$0.94	\$0.88	\$0.75	\$4.53			\$0.03	\$1.10	\$1.01	\$9.24	56.73%	\$25.53
NORTH DAKOTA	\$32,600.00	120	96	84	\$489.00			\$0.19	4.12%	6.20%			
per hour	\$15.67	\$0.90	\$0.72	\$0.63	\$2.82			\$0.04	\$0.65	\$0.97	\$6.74	43.02%	\$22.41
OKLAHOMA	\$29,963.00	144	120	80	\$858.74			\$0.24	10.00%	6.20%			
per hour	\$14.41	\$1.00	\$0.83	\$0.55	\$4.95			\$0.06	\$1.44	\$0.89	\$9.73	67.51%	\$24.13
SOUTH DAKOTA	\$31,424.00	120	112	92	\$407.32			\$0.21	6.00%	6.20%			
per hour	\$15.11	\$0.87	\$0.81	\$0.67	\$2.35			\$0.05	\$0.91	\$0.94	\$6.59	43.65%	\$21.70
WYOMING	\$36,106.00	120	96	72	\$828.29	\$10.74		\$0.29	11.25%	6.20%			
per hour	\$17.36	\$1.00	\$0.80	\$0.60	\$4.78	\$0.06		\$0.07	\$1.95	\$1.08	\$10.34	59.57%	\$27.70
Avg per Hour =	\$17.21	\$1.02	\$0.88	\$0.71	\$3.65	\$0.11	0	\$0.06	\$1.25	\$1.04	\$8.56	\$0.51	\$25.77
		123	107	85	633	19	0	\$ 0.26	\$ 0.07	\$ 0.06			

For our standard 10-state employment market, the Total Compensation values range from \$21.70/hr in South Dakota to \$32.36/hr in Iowa. The overall average Total Compensation is \$25.77. North Dakota’s value is \$22.41 (14.9% below the average). If we include the additional 1% retirement contribution for retiree health insurance, North Dakota’s value increases to \$22.57 (14.2% below the average). If we further include the 4% contribution made by the State on behalf of the employee, the value is \$23.20 (11.1% below the average).

The following table provides a further detailed look at health insurance premiums paid by the ten states in our employment market. The health plans in various states include many variables and ranges of plan options making comparisons such as this very complex. The focus of the table is to compare the premiums (or range of premiums) paid by each state.

State	Estimated Total SINGLE Premium	Single Premium Split				Estimated Total FAMILY Premium	Family Premium Split			
		Employer Portion		Employee Portion			Employer Portion		Employee Portion	
CO	\$261 - \$283	57%	\$156 - \$156	43%	\$105 - \$127	\$673 - \$740	70%	\$326 - \$326	30%	\$347 - \$414
IA	\$287 - \$431	100%	\$287 - \$431	0%	\$0 - \$0	\$688 - \$1,008	86%	\$688 - \$778	14%	\$0 - \$230
KS	\$326 - \$357	90%	\$307 - \$308	10%	\$19 - \$50	\$916 - \$1,000	54%	\$514 - \$514	46%	\$402 - \$487
MN	\$320 - \$320	100%	\$320 - \$320	0%	\$0	\$942 - \$942	90%	\$848 - \$848	10%	\$93 - \$93
MO	\$316 - \$409	86%	\$281 - \$342	14%	\$35 - \$67	\$934 - \$1,236	74%	\$703 - \$910	26%	\$231 - \$326
MT	\$328 - \$365	100%	\$328 - \$365	0%	\$0 - \$0	\$572 - \$628	89%	\$511 - \$560	11%	\$61 - \$68
NE	\$280 - \$306	79%	\$221 - \$241	21%	\$59 - \$64	\$994 - \$1,085	79%	\$785 - \$857	21%	\$209 - \$228
OK	\$371 - \$372	100%	\$371 - \$371	0%	\$0 - \$0	\$916 - \$1,037	88%	\$859 - \$859	12%	\$57 - \$178
SD	\$407 - \$407	100%	\$407 - \$407	0%	\$0	\$615 - \$693	62%	\$407 - \$407	38%	\$208 - \$286
WY	\$400 - \$400	93%	\$372 - \$372	7%	\$28 - \$28	\$1,200 - \$1,200	69%	\$828 - \$828	31%	\$372 - \$372
Avg	\$330 - \$365	91%	\$305 - \$331	9%	\$31 - \$34	\$845 - \$957	76%	\$647 - \$689	24%	\$198 - \$268
ND *	\$230	100%	\$230	0%	\$0	\$568	100%	\$568	0%	\$0

Observations:

Single Plan

- The average premium ranges from \$330-\$365; the lowest is a CO plan at \$261
- States average 91% of the premium with average employer cost ranging from \$305-\$331
- Employees average 9% of the premium with the average employee cost ranging from \$31-\$34
- ND pays \$230 per month for 100% of the premium; less than the average minimum of \$305 paid by states
- Only 2 states contribute less than ND for the minimum employee only plan; CO @ \$156 (57%) and NE @ \$221 (70%)

Family Plan

- The average premium ranges from \$845-\$957; the lowest is a MT plan at \$572
- ND is the only state paying 100% of the premium
- States average 76% of the premium with employer cost ranging from \$326-\$910
- Employees average 24% of the premium with the average employee cost ranging from \$198-\$268
- ND pays \$568 per month for 100% of the premium
- 4 states contribute less than ND for the minimum family plan

North Dakota's 100% premium is less than the average 76% premium paid by the survey states.

OBSERVATIONS/CONCLUSIONS

- With no salary range movement and little salary increase activity this biennium, the State has continued to fall further behind employment market pay
- Both Salary Ranges and Average pay levels are far below market averages
- Fringe Benefit package which has been a key to retaining and recruiting is competitive but not a market leader
- The State must strive to maintain competitive salary ranges
- The State must strive to advance employees into/through their ranges with training and experience
- Distribute salary increases strategically to address inequities among employees and between agencies in order to maximize available funds

APPENDIX

CENTRAL STATES COMPENSATION ASSOCIATION 2004

Cls Code	Match Title	# Ee's	Salary Range			Average	Median	State	Difference		
			Min	Mid	Max				Avg	Median	Mdpt-Avg
CL0032	Office Assistant II	6089	19,517	24,161	28,784	23,582	21,720	10-State			
		83	14,556	19,404	21,828	19,008	18,480	ND	-24.1%	-17.5%	-21.5%
CL0033	Office Assistant III	4094	18,779	23,214	27,628	22,681	21,180	10-State			
		167	16,008	21,348	26,688	20,408	19,884	ND	-11.1%	-6.5%	-6.2%
CL0041	Administrative Assistant I	1248	26,176	33,686	40,813	33,247	33,717	10-State			
		193	17,604	23,472	29,340	22,302	22,260	ND	-49.1%	-51.5%	-41.6%
CL0043	Administrative Assistant III	1417	28,717	36,245	43,662	37,087	31,848	10-State			
		74	21,300	28,404	35,508	30,048	30,534	ND	-23.4%	-4.3%	-30.6%
CL0115	Computer Prod Operator II	146	24,564	30,806	36,877	30,111	27,569	10-State			
		5	19,368	25,824	32,280	28,812	28,392	ND	-4.5%	2.9%	-16.6%
CL0125	Computer Operations Mgr	54	41,245	52,491	63,432	59,012	58,311	10-State			
		1	31,476	41,964	52,452	45,000	45,000	ND	-31.1%	-29.6%	-40.6%
CL0138	Directors, Software Dev/ Telecomm/Cmptr Sys/Info Mgmt-DHS	74	61,468	76,876	92,083	82,206	80,589	10-State			
		4	47,364	63,156	78,948	70,632	70,128	ND	-16.4%	-14.9%	-30.2%
CL0142	Programmer Analyst II	1024	33,332	42,446	51,234	41,632	40,720	10-State			
		30	31,476	41,964	52,452	39,975	40,332	ND	-4.1%	-1.0%	0.8%
CL0143	Programmer Analyst III	813	42,584	53,579	64,371	56,154	55,361	10-State			
		55	34,884	46,512	58,140	46,874	46,944	ND	-19.8%	-17.9%	-20.7%
CL0144	Sr Programmer Analyst	296	48,420	61,472	74,321	65,722	64,235	10-State			
		32	37,920	50,556	63,192	53,585	53,712	ND	-22.7%	-19.6%	-30.0%
CL0150	DB Design Analyst III	800	45,811	58,346	70,610	61,666	60,642	10-State			
		4	37,920	50,556	63,192	55,476	55,698	ND	-11.2%	-8.9%	-22.0%
CL0157	Telecomm Tech II	169	30,085	36,985	43,651	36,943	39,362	10-State			
		5	25,572	34,092	42,612	36,780	35,280	ND	-0.4%	-11.6%	-8.4%
CL0162	Tech Support Spec II	1152	40,216	51,337	62,188	54,205	55,513	10-State			
		4	34,884	46,512	58,140	48,813	48,372	ND	-11.0%	-14.8%	-16.5%
CL0163	Tech Support Spec III	304	51,988	66,385	80,602	70,072	71,654	10-State			
		9	37,920	50,556	63,192	56,603	56,640	ND	-23.8%	-26.5%	-38.6%
CL0169	Telecomm Analyst II	840	36,191	46,413	56,350	46,763	45,343	10-State			
		15	31,476	41,964	52,452	43,308	44,604	ND	-8.0%	-1.7%	-11.4%
CL0174	Computer & Network Sp II	1265	35,862	45,562	54,967	45,434	44,502	10-State			
		20	28,368	37,824	47,280	34,798	33,536	ND	-30.6%	-32.7%	-20.1%
CL0175	Computer & Network Sp III	532	40,622	51,943	63,062	55,933	55,734	10-State			
		13	34,884	46,512	58,140	44,010	45,252	ND	-27.1%	-23.2%	-20.3%
CL0194	Info Sys Security Analyst	888	38,323	51,030	63,738	50,473	45,631	10-State			
		2	31,476	41,964	52,452	46,188	46,188	ND	-9.3%	1.2%	-20.3%
CL0211	Account Technician I	821	21,388	26,602	31,794	25,788	24,394	10-State			
		19	16,008	21,348	26,688	20,983	21,420	ND	-22.9%	-13.9%	-20.8%
CL0222	Accounting/Budget Specialist II	721	29,825	37,143	44,279	37,836	37,160	10-State			
		17	25,572	34,092	42,612	32,549	32,474	ND	-16.2%	-14.4%	-11.0%
CL0225	Accounting Manager II	163	52,134	66,086	81,196	68,677	66,490	10-State			
		16	42,792	57,060	71,328	60,140	60,468	ND	-14.2%	-10.0%	-20.4%
CL0242	Auditor II	309	31,902	40,101	48,025	38,147	36,438	10-State			
		33	28,368	37,824	47,280	34,150	33,516	ND	-11.7%	-8.7%	-0.9%
CL0243	Auditor III	291	33,012	41,743	50,167	41,071	41,377	10-State			
		33	31,476	41,964	52,452	39,461	38,460	ND	-4.1%	-7.6%	2.1%
CL0251	Asst Exec Budget Analyst	65	43,793	55,503	66,878	54,462	53,642	10-State			
		3	37,920	50,556	63,192	56,244	57,900	ND	3.2%	7.4%	-7.7%
CL0302	Collections Officer II	126	26,148	31,530	36,783	30,034	27,219	10-State			
		3	21,300	28,404	35,508	26,683	26,988	ND	-12.6%	-0.9%	-5.7%
CL0311	Compliance Officer I	608	26,309	32,888	39,402	31,651	31,340	10-State			
		4	25,572	34,092	42,612	35,279	35,388	ND	10.3%	11.4%	7.2%
CL0402	Financial Institutions Examiner II	108	35,033	45,992	56,629	44,529	42,598	10-State			
		4	31,476	41,964	52,452	37,095	36,960	ND	-20.0%	-15.3%	-6.1%
CL0410	Loss Control Analyst	123	32,948	42,541	51,786	41,006	38,147	10-State			
		2	31,476	41,964	52,452	35,232	35,232	ND	-16.4%	-8.3%	2.3%
CL0421	Grants & Contracts Officer I	749	32,247	41,617	50,987	41,794	38,303	10-State			
		5	25,572	34,092	42,612	31,881	32,892	ND	-31.1%	-16.5%	-22.6%
CL0442	Customer Service Spec	1278	26,224	32,896	39,414	31,882	29,145	10-State			
		86	25,572	34,092	42,612	29,142	28,494	ND	-9.4%	-2.3%	6.5%
CL0443	Customer Service Cons	589	28,251	35,615	42,838	34,958	32,394	10-State			
		57	28,368	37,824	47,280	34,183	33,816	ND	-2.3%	4.2%	7.6%
CL0446	Customer Service Mgr	220	35,685	45,172	54,372	45,262	43,448	10-State			
		9	37,920	50,556	63,192	46,276	44,328	ND	2.2%	2.0%	10.5%

CENTRAL STATES COMPENSATION ASSOCIATION 2004

Cls Code	Match Title	# Ee's	Salary Range			Average	Median	State	Difference		
			Min	Mid	Max				Avg	Median	Mdpt-Avg
CL0455	Policyholder Clms Invest	63	34,499	44,420	54,014	43,612	41,240	10-State			
		1	21,300	28,404	35,508	32,329	32,329	ND	-34.9%	-27.6%	-53.5%
CL0460	Ins Co Financial Analyst	20	30,285	41,375	52,020	42,692	39,024	10-State			
		1	28,368	37,824	47,280	39,480	39,480	ND	-8.1%	1.2%	-12.9%
CL0462	Ins Co Examiner	61	35,687	48,069	60,061	50,671	50,899	10-State			
		1	25,572	34,092	42,612	35,700	35,700	ND	-41.9%	-42.6%	-48.6%
CL0556	Benefit Prog Admin	737	30,701	40,975	51,248	40,843	39,013	10-State			
		3	31,476	41,964	52,452	38,424	38,856	ND	-6.3%	-0.4%	2.7%
CL0606	State Procurement Officer II	820	33,189	42,049	50,611	41,521	40,322	10-State			
		1	31,476	41,964	52,452	42,864	42,864	ND	3.1%	5.9%	1.1%
CL0701	Legal Assistant I	1443	24,574	31,424	38,274	31,578	30,879	10-State			
		4	19,368	25,824	32,280	26,927	26,550	ND	-17.3%	-16.3%	-22.3%
CL0801	Human Resource Tech I	1447	23,908	30,715	37,288	30,687	29,075	10-State			
		6	21,300	28,404	35,508	25,802	25,842	ND	-18.9%	-12.5%	-8.0%
CL0803	Human Resource Ofcr I	967	30,767	38,971	46,878	40,363	37,565	10-State			
		6	28,368	37,824	47,280	37,699	36,298	ND	-7.1%	-3.5%	-6.7%
CL0804	Human Resource Ofcr II	741	38,030	49,669	60,939	51,092	51,563	10-State			
		13	34,884	46,512	58,140	42,862	42,732	ND	-19.2%	-20.7%	-9.8%
CL0806	Human Resource Director II	397	46,997	60,716	75,008	62,876	57,424	10-State			
		2	42,792	57,060	71,328	58,296	58,296	ND	-7.9%	1.5%	-10.2%
CL0807	Class & Comp Manager	213	49,651	63,335	78,050	67,110	66,789	10-State			
		1	37,920	50,556	63,192	56,016	56,016	ND	-19.8%	-19.2%	-32.7%
CL0818	Training Officer I	1041	30,724	38,744	46,570	40,107	39,095	10-State			
		1	25,572	34,092	42,612	31,920	31,920	ND	-25.6%	-22.5%	-17.6%
CL0823	Public Information Specialist III	900	33,587	42,791	51,689	42,681	40,601	10-State			
		12	28,368	37,824	47,280	39,352	38,154	ND	-8.5%	-6.4%	-12.8%
CL0835	Ins/Form Rate Analyst II	71	33,293	42,580	51,609	42,103	41,501	10-State			
		3	28,368	37,824	47,280	38,208	36,683	ND	-10.2%	-13.1%	-11.3%
CL0902	Research Analyst II	175	32,587	41,227	49,609	42,267	42,566	10-State			
		4	25,572	34,092	42,612	31,047	31,734	ND	-36.1%	-34.1%	-24.0%
CL1206	Library Associate II	242	23,539	28,741	33,944	29,513	28,049	10-State			
		2	19,368	25,824	32,280	25,332	25,332	ND	-16.5%	-10.7%	-14.3%
CL1212	Librarian II	816	30,603	38,642	46,499	38,351	37,153	10-State			
		4	28,368	37,824	47,280	31,524	31,524	ND	-21.7%	-17.9%	-1.4%
CL1213	Librarian III	560	39,176	49,746	60,317	54,022	57,928	10-State			
		3	34,884	46,512	58,140	37,008	36,636	ND	-46.0%	-58.1%	-16.1%
CL1232	Museum Specialist II	55	28,626	35,728	42,468	34,945	32,163	10-State			
		4	25,572	34,092	42,612	30,624	30,894	ND	-14.1%	-4.1%	-2.5%
CL1242	Historian II	62	30,575	38,654	46,515	38,358	36,105	10-State			
		2	25,572	34,092	42,612	31,332	31,332	ND	-22.4%	-15.2%	-12.5%
CL1604	Asst Dir, P/S Educ Prgms	401	37,688	47,837	57,986	49,933	47,749	10-State			
		9	34,884	46,512	58,140	41,955	40,704	ND	-19.0%	-17.3%	-7.4%
CL2004	Engineering Tech IV	1581	26,272	32,763	39,050	33,732	29,524	10-State			
		69	25,572	34,092	42,612	35,652	35,676	ND	5.4%	17.2%	1.1%
CL2015	Transportation Project Manager	1199	30,282	37,932	45,336	39,945	36,307	10-State			
		29	28,368	37,824	47,280	38,220	39,240	ND	-4.5%	7.5%	-5.6%
CL2016	Transportation Project Sr Manage	579	33,847	43,293	52,739	46,788	43,691	10-State			
		28	31,476	41,964	52,452	45,493	45,840	ND	-2.8%	4.7%	-11.5%
CL2021	Transportation Engineer I	319	33,189	41,462	49,775	39,073	37,303	10-State			
		20	25,572	34,092	42,612	36,152	36,600	ND	-8.1%	-1.9%	-14.6%
CL2022	Transportation Engineer II	950	42,188	52,607	63,218	53,881	48,420	10-State			
		27	31,476	41,964	52,452	40,844	40,368	ND	-31.9%	-19.9%	-28.4%
CL2023	Transportation Engineer III	633	49,528	62,151	74,942	65,656	57,911	10-State			
		56	34,884	46,512	58,140	48,691	47,934	ND	-34.8%	-20.8%	-41.2%
CL2025	Admin Trans Engineer II	247	58,871	75,269	91,667	84,501	84,247	10-State			
		15	47,364	63,156	78,948	68,962	68,760	ND	-22.5%	-22.5%	-33.8%
CL2030	Chief Trans Engineer	175	67,021	83,614	105,314	96,262	100,124	10-State			
		1	64,128	85,500	106,872	84,660	84,660	ND	-13.7%	-18.3%	-12.6%
CL2043	Environmental Engineer III	530	47,598	60,224	72,680	62,853	58,676	10-State			
		14	34,884	46,512	58,140	44,055	45,276	ND	-42.7%	-29.6%	-35.1%
CL2057	Hydrologist II	374	37,270	47,682	57,774	48,228	45,457	10-State			
		1	31,476	41,964	52,452	37,452	37,452	ND	-28.8%	-21.4%	-14.9%
CL2058	Hydrologist III	203	42,735	53,891	64,588	55,548	53,168	10-State			
		5	34,884	46,512	58,140	44,218	42,960	ND	-25.6%	-23.8%	-19.4%

CENTRAL STATES COMPENSATION ASSOCIATION 2004

Cls Code	Match Title	# Ee's	Salary Range			Average	Median	State	Difference		
			Min	Mid	Max				Avg	Median	Mdpt-Avg
CL2059	Hydrologist Manager I	411	48,668	62,357	76,046	66,810	61,647	10-State			
		4	37,920	50,556	63,192	56,394	56,448	ND	-18.5%	-9.2%	-32.2%
CL2065	Facility Construction Engineer	471	48,413	60,923	73,229	63,805	58,418	10-State			
		1	37,920	50,556	63,192	52,848	52,848	ND	-20.7%	-10.5%	-26.2%
CL2082	Geologist II	201	33,544	43,093	52,275	42,549	39,800	10-State			
		1	34,884	46,512	58,140	38,496	38,496	ND	-10.5%	-3.4%	8.5%
CL2083	Geologist III	154	39,249	49,779	60,309	53,901	51,876	10-State			
		4	37,920	50,556	63,182	51,297	51,558	ND	-5.1%	-0.6%	-6.6%
CL2092	Petroleum Engineer II	179	31,094	39,820	48,546	40,445	41,453	10-State			
		7	31,476	41,964	52,452	38,389	37,380	ND	-5.4%	-10.9%	3.6%
CL2102	Planner II	936	32,100	40,668	49,019	41,391	40,810	10-State			
		3	25,572	34,092	42,612	36,476	38,460	ND	-13.5%	-6.1%	-21.4%
CL3018	Physician Assistant	170	50,501	64,598	78,695	65,374	65,750	10-State			
		1	42,792	57,060	71,328	65,856	65,856	ND	0.7%	0.2%	-14.6%
CL3020	Nurse Practitioner	207	49,432	62,493	75,555	63,458	64,596	10-State			
		5	42,792	57,060	71,328	57,526	56,736	ND	-10.3%	-13.9%	-11.2%
CL3030	Director of Nursing-NDSH	87	50,358	63,277	76,196	67,690	62,422	10-State			
		1	47,364	63,156	78,948	74,616	74,616	ND	9.3%	16.3%	-7.2%
CL3052	Licensed Prac Nurse I	1945	24,503	30,915	37,262	31,118	30,032	10-State			
		61	21,300	28,404	35,508	29,184	29,112	ND	-6.6%	-3.2%	-9.6%
CL3062	Registered Nurse II	1768	32,531	41,889	50,988	42,195	40,973	10-State			
		90	28,368	37,824	47,280	39,013	39,114	ND	-8.2%	-4.8%	-11.6%
CL3063	Registered Nurse III	888	37,813	47,739	57,491	50,464	47,596	10-State			
		33	31,476	41,964	52,452	43,233	44,720	ND	-16.7%	-6.4%	-20.3%
CL3075	Pub Hlth Nurse Cons I	267	39,170	49,320	59,471	51,493	55,343	10-State			
		4	25,572	34,092	42,612	32,220	32,592	ND	-59.8%	-69.8%	-51.0%
CL3103	Aud/Speech Lang Path II	88	35,116	44,622	53,851	46,002	46,244	10-State			
		3	28,368	37,824	47,280	36,264	38,196	ND	-26.9%	-21.1%	-21.6%
CL3123	Physical Therapist	27	39,344	50,541	61,738	58,967	53,703	10-State			
		2	37,920	50,556	63,192	54,581	54,581	ND	-8.0%	1.6%	-16.6%
CL3133	Occupational Therapist	61	36,821	46,859	56,624	49,700	50,408	10-State			
		8	34,884	46,512	58,140	40,796	40,776	ND	-21.8%	-23.6%	-6.9%
CL3172	Therapeutic Rec Spec II	267	27,925	35,032	42,012	36,056	34,195	10-State			
		5	25,572	34,092	42,612	32,446	32,604	ND	-11.1%	-4.9%	-5.8%
CL3201	Medical Lab Tech I	98	22,880	28,465	34,029	27,532	26,128	10-State			
		1	21,300	28,404	35,508	27,948	27,948	ND	1.5%	6.5%	3.1%
CL3225	Medical Technologist II	81	28,868	36,420	43,754	38,068	35,963	10-State			
		1	25,572	34,092	42,612	34,872	34,872	ND	-9.2%	-3.1%	-11.7%
CL3232	Chemist II	132	34,360	43,752	52,821	43,745	42,166	10-State			
		5	28,368	37,824	47,280	35,928	36,108	ND	-21.8%	-16.8%	-15.7%
CL3236	Forensic Scientist II	262	37,337	47,120	57,110	46,912	46,746	10-State			
		6	28,368	37,824	47,280	29,561	29,364	ND	-58.7%	-59.2%	-24.0%
CL3242	Microbiologist II	172	33,306	42,377	51,152	41,611	38,891	10-State			
		5	28,368	37,824	47,280	35,112	35,220	ND	-18.5%	-10.4%	-10.0%
CL3261	Pharmacist I	54	46,861	60,158	73,066	67,369	66,904	10-State			
		3	42,792	57,060	71,328	66,080	67,956	ND	-2.0%	1.5%	-18.1%
CL3326	Dental Hygienist	15	29,274	36,279	43,011	44,976	47,780	10-State			
		1	31,476	41,964	52,452	49,080	49,080	ND	8.4%	2.6%	-7.2%
CL3402	Env Hlth Practitioner II	323	32,335	41,328	49,952	41,924	38,506	10-State			
		4	25,572	34,092	42,612	30,843	30,540	ND	-35.9%	-26.1%	-23.0%
CL3412	Epidemiologist II	152	36,829	46,709	56,395	46,340	40,766	10-State			
		15	25,572	34,092	42,612	31,076	29,748	ND	-49.1%	-37.0%	-35.9%
CL3429	Health Education Spec II	321	32,482	40,969	49,260	39,490	38,205	10-State			
		2	25,572	34,092	42,612	33,696	33,696	ND	-17.2%	-13.4%	-15.8%
CL3512	Hlth Care Fac Surveyer II	331	34,199	43,353	52,289	43,319	41,266	10-State			
		15	28,368	37,824	47,280	33,789	32,856	ND	-28.2%	-25.6%	-14.5%
CL3544	Dietitian II	88	32,616	40,315	47,727	42,195	40,292	10-State			
		3	25,572	34,092	42,612	37,454	36,670	ND	-12.7%	-9.9%	-23.8%
CL3701	Veterinarian I	47	51,498	61,960	72,943	62,946	63,150	10-State			
		1	42,792	57,060	71,328	46,800	46,800	ND	-34.5%	-34.9%	-10.3%
CL4003	Eligibility Worker II	302	29,270	35,429	41,588	35,943	36,764	10-State			
		1	23,472	31,296	39,120	29,844	29,844	ND	-20.4%	-23.2%	-14.8%
CL4033	Human Service Prog Admin III	469	42,110	54,323	67,109	56,834	56,056	10-State			
		52	28,368	37,824	47,280	36,671	36,708	ND	-55.0%	-52.7%	-50.3%

CENTRAL STATES COMPENSATION ASSOCIATION 2004

Cls Code	Match Title	# Ee's	Salary Range			Average	Median	State	Difference		
			Min	Mid	Max				Avg	Median	Mdpt-Avg
CL4034	Human Service Prog Admin IV	249	39,737	50,371	60,738	52,360	46,706	10-State			
		62	31,476	41,964	52,452	41,443	41,022	ND	-26.3%	-13.9%	-24.8%
CL4037	Treatment Unit Director	93	57,252	72,289	87,430	76,596	73,668	10-State			
		2	42,792	57,060	71,328	70,356	70,356	ND	-8.9%	-4.7%	-34.2%
CL4101	Mental Health Care Spec I	5208	19,115	23,896	28,691	23,729	22,307	10-State			
		28	14,556	19,404	24,252	16,758	16,349	ND	-41.6%	-36.4%	-22.3%
CL4102	Mental Health Care Spec II	4825	23,264	29,046	34,717	28,500	25,833	10-State			
		126	17,604	23,472	29,340	20,652	20,412	ND	-38.0%	-26.6%	-21.4%
CL4111	Direct Training Tech II	1576	21,993	27,643	33,268	26,925	24,854	10-State			
		29	19,368	25,824	32,280	22,631	22,464	ND	-19.0%	-10.6%	-4.3%
CL4116	Unit Program Coordinator	310	33,510	42,158	50,531	43,031	39,099	10-State			
		11	28,368	37,824	47,280	35,619	36,924	ND	-20.8%	-5.9%	-13.8%
CL4120	Juv Inst Res Specialist I	1220	25,779	32,717	39,450	32,734	31,014	10-State			
		26	23,472	31,296	39,120	25,642	24,402	ND	-27.7%	-27.1%	-4.6%
CL4133	Addiction Counselor II	197	29,667	36,379	42,872	35,024	33,862	10-State			
		63	28,368	37,824	47,280	34,789	34,200	ND	-0.7%	1.0%	7.4%
CL4142	Human Relations Counselor	600	32,653	40,185	47,388	39,518	38,269	10-State			
		20	28,368	37,824	47,280	34,307	34,170	ND	-15.2%	-12.0%	-4.5%
CL4164	Licensed Psychologist I	206	43,272	54,621	65,711	56,844	57,087	10-State			
		12	42,792	57,060	71,328	57,673	58,650	ND	1.4%	2.7%	0.4%
CL4171	Chaplain	74	31,026	38,865	46,703	37,183	35,532	10-State			
		1	28,368	37,824	47,280	44,054	44,054	ND	15.6%	19.3%	1.7%
CL4213	Social Worker III	3927	29,096	36,557	43,817	35,169	33,429	10-State			
		45	28,368	37,824	47,280	35,164	35,148	ND	0.0%	4.9%	7.0%
CL4215	Supervisor/Clinician	620	34,537	43,776	52,797	43,194	42,167	10-State			
		6	31,476	41,964	52,452	45,030	44,748	ND	4.1%	5.8%	-2.9%
CL4222	Voc Rehab Couns II	526	30,665	38,688	46,711	38,190	36,967	10-State			
		23	25,572	34,092	42,612	31,013	31,140	ND	-23.1%	-18.7%	-12.0%
CL4226	Vision Rehab Spec II	232	31,293	39,026	46,436	38,396	35,499	10-State			
		5	28,368	37,824	47,280	33,029	32,760	ND	-16.2%	-8.4%	-1.5%
CL4252	Dis Claims Analyst II	1006	27,310	34,844	42,379	35,289	35,756	10-State			
		4	25,572	34,092	42,612	27,804	27,180	ND	-26.9%	-31.6%	-3.5%
CL4323	Job Service Prog Admin II	135	37,065	47,430	57,488	49,416	41,974	10-State			
		8	31,476	41,964	52,452	39,447	37,886	ND	-25.3%	-10.8%	-17.8%
CL4360	Appeals Referee	146	43,686	55,318	66,607	56,105	50,542	10-State			
		2	31,476	41,964	52,452	41,274	41,274	ND	-35.9%	-22.5%	-33.7%
CL4402	Human Service Aide II	406	18,410	23,393	28,376	21,124	22,116	10-State			
		15	17,604	23,472	29,340	21,910	20,604	ND	3.6%	-7.3%	10.0%
CL5022	Communications Spec II	434	24,628	30,728	36,670	29,971	28,851	10-State			
		15	21,300	28,404	35,508	28,457	27,648	ND	-5.3%	-4.4%	-5.5%
CL5035	Deputy Boiler Inspector	23	33,057	41,180	48,842	44,182	43,389	10-State			
		1	28,368	37,824	47,280	41,632	41,632	ND	-6.1%	-4.2%	-16.8%
CL5038	Compliance Investigator	750	31,004	39,397	47,791	40,518	38,950	10-State			
		6	28,368	37,824	47,280	35,098	35,196	ND	-15.4%	-10.7%	-7.1%
CL5050	Safety Officer	347	36,004	46,962	57,920	51,686	53,661	10-State			
		2	28,368	37,824	47,280	37,002	37,002	ND	-39.7%	-45.0%	-36.6%
CL5102	Parole & Prob Officer II	870	28,236	36,646	44,852	36,266	35,630	10-State			
		42	31,476	41,964	52,452	35,470	35,220	ND	-2.2%	-1.2%	13.6%
CL5103	Parole & Prob Officer III	323	38,866	48,993	58,753	49,480	41,454	10-State			
		6	34,884	46,512	58,140	38,998	38,820	ND	-26.9%	-6.8%	-6.4%
CL5108	Correctional Caseworker	980	30,196	38,172	45,930	38,569	36,192	10-State			
		36	23,472	31,296	39,120	27,204	26,688	ND	-41.8%	-35.6%	-23.2%
CL5112	Correctional Officer II	11947	24,998	30,940	36,771	30,283	27,883	10-State			
		173	23,472	31,296	39,120	25,947	25,152	ND	-16.7%	-10.9%	3.2%
CL5113	Correctional Officer III	2126	31,466	39,279	46,891	41,710	38,841	10-State			
		7	25,572	34,092	42,612	32,374	33,324	ND	-28.8%	-16.6%	-22.3%
CL5114	Correctional Officer IV	204	36,722	47,060	57,004	48,725	44,843	10-State			
		9	31,476	41,964	52,452	37,012	36,600	ND	-31.6%	-22.5%	-16.1%
CL5120	Dir, Prisons Div/Warden	269	54,078	71,664	89,653	75,791	75,604	10-State			
		1	52,416	69,888	87,360	67,572	67,572	ND	-12.2%	-11.9%	-8.4%
CL5212	Criminal Investigator II	410	41,073	50,723	60,372	49,963	47,241	10-State			
		8	31,476	41,964	52,452	35,102	35,124	ND	-42.3%	-34.5%	-19.1%
CL5242	Drivers License Exmnr II	526	23,568	29,451	35,220	29,163	27,276	10-State			
		26	21,300	28,404	35,508	26,090	25,590	ND	-11.8%	-6.6%	-2.7%

CENTRAL STATES COMPENSATION ASSOCIATION 2004

Cls Code	Match Title	# Ee's	Salary Range			Average	Median	State	Difference		
			Min	Mid	Max				Avg	Median	Mdpt-Avg
CL5250	Weights & Measures Insptr	298	28,334	35,364	42,223	36,498	37,045	10-State			
		5	19,368	25,824	32,280	26,616	25,740	ND	-37.1%	-43.9%	-41.3%
CL5254	Chief Inspector - PSC	743	31,776	40,632	49,233	42,134	38,649	10-State			
		1	28,368	37,824	47,280	36,876	36,876	ND	-14.3%	-4.8%	-11.4%
CL5272	Environ Scientist II	544	30,290	38,534	46,596	37,630	39,495	10-State			
		42	28,368	37,824	47,280	32,875	32,424	ND	-14.5%	-21.8%	0.5%
CL5275	Environ Sciences Admin II	251	48,433	61,589	75,192	64,900	63,005	10-State			
		4	42,792	57,060	71,328	58,866	58,812	ND	-10.2%	-7.1%	-13.7%
CL5331	Public Utility Analyst II	50	38,477	49,615	60,333	50,173	44,741	10-State			
		1	31,476	41,964	52,452	43,404	43,404	ND	-15.6%	-3.1%	-19.6%
CL5531	Security Officer I	221	20,002	24,765	29,503	25,677	25,681	10-State			
		12	19,368	25,824	32,280	22,368	21,792	ND	-14.8%	-17.8%	0.6%
CL5702	Comrcl Mtr Carrier Ins I	683	27,471	34,255	41,193	34,136	32,541	10-State			
		14	21,300	28,404	35,508	29,855	30,492	ND	-14.3%	-6.7%	-20.2%
CL5706	Hwy Patrol Officer II	3014	34,528	43,232	51,939	42,639	39,601	10-State			
		83	31,476	41,964	52,452	38,798	39,420	ND	-9.9%	-0.5%	-1.6%
CL5707	Hwy Patrol Sergeant	744	45,294	55,150	65,464	56,240	52,046	10-State			
		14	34,884	46,512	58,140	45,521	46,512	ND	-23.5%	-11.9%	-20.9%
CL5710	Hwy Patrol Staff Officer	37	60,543	72,388	84,553	77,693	76,664	10-State			
		13	37,920	50,556	63,192	53,451	54,492	ND	-45.4%	-40.7%	-53.7%
CL6002	Wildlife Tech II	244	32,904	40,847	48,790	38,999	37,793	10-State			
		2	25,572	34,092	42,612	33,150	33,150	ND	-17.6%	-14.0%	-14.4%
CL6012	Game Warden II	827	34,701	44,625	53,746	43,226	42,053	10-State			
		25	31,476	41,964	52,452	42,471	43,548	ND	-1.8%	3.4%	-3.0%
CL6040	Park Ranger	256	30,764	38,130	45,127	35,902	35,184				
		8	25,572	34,092	42,612	27,863	27,345	ND	-28.9%	-28.7%	-5.3%
CL6046	Park Manager II	192	34,030	43,141	52,252	43,073	38,221				
		6	34,884	46,512	58,140	39,191	40,020	ND	-9.9%	4.5%	7.4%
CL6072	Biologist II	492	35,060	45,040	54,218	42,262	40,758	10-State			
		24	31,476	41,964	52,452	44,212	44,982	ND	4.4%	9.4%	-0.7%
CL6306	Agri Marketing Specialist II	61	39,673	48,020	56,366	47,552	44,533	10-State			
		2	31,476	41,964	52,452	39,929	39,929	ND	-19.1%	-11.5%	-13.3%
CL6403	Seed Analyst III	185	26,469	33,787	40,833	36,871	36,723	10-State			
		2	21,300	28,404	35,508	29,850	29,850	ND	-23.5%	-23.0%	-29.8%
CL7010	Custodian	2192	17,357	21,259	25,176	21,203	20,530	10-State			
		50	13,236	17,640	22,056	16,819	16,535	ND	-26.1%	-24.2%	-20.2%
CL7163	Food Service Director II	63	34,232	43,462	52,473	46,755	45,193	10-State			
		4	31,476	41,964	52,452	41,112	38,616	ND	-13.7%	-17.0%	-11.4%
CL8055	Highway Mtc Foreman	812	32,002	40,197	48,428	41,422	38,529	10-State			
		2	23,472	31,296	39,120	37,224	37,224	ND	-11.3%	-3.5%	-32.4%
CL8122	Pilot II	29	35,394	45,403	55,412	50,094	50,104	10-State			
		3	31,476	41,964	52,452	47,664	46,884	ND	-5.1%	-6.9%	-19.4%
CL8133	Physical Plant Dir III	302	41,677	53,315	65,399	56,537	55,141	10-State			
		3	37,920	50,556	63,192	49,100	48,456	ND	-15.1%	-13.8%	-11.8%
CL8210	Gen Trades Maint Wkr II	819	24,238	29,383	34,527	30,571	30,858	10-State			
		6	21,300	28,404	35,508	25,796	25,182	ND	-18.5%	-22.5%	-7.6%
CL8222	Carpenter II	524	25,600	31,672	37,573	32,598	31,235	10-State			
		9	21,300	28,404	35,508	26,029	26,040	ND	-25.2%	-20.0%	-14.8%
CL8232	Plumber II	227	27,144	33,586	39,858	34,424	33,714	10-State			
		4	25,572	34,092	42,612	33,381	33,372	ND	-3.1%	-1.0%	-1.0%
CL8242	Electrician II	242	28,026	34,605	41,012	35,810	33,429	10-State			
		7	25,572	34,092	42,612	32,990	33,600	ND	-8.5%	0.5%	-5.0%
CL8262	Systems Mechanic II	201	28,175	34,721	41,041	36,176	34,671	10-State			
		6	25,572	34,092	42,612	33,176	33,600	ND	-9.0%	-3.2%	-6.1%
CL8412	Equipment Operator II	5292	24,611	30,010	35,486	31,230	32,325	10-State			
		250	19,368	25,824	32,280	25,324	25,608	ND	-23.3%	-26.2%	-20.9%
CL8625	Graphic Artist II	103	28,709	35,419	41,807	35,387	36,294	10-State			
		2	21,300	28,404	35,508	28,986	28,986	ND	-22.1%	-25.2%	-24.6%

**JOB SERVICE NORTH DAKOTA
2004**

Cls Code	Match Title	# Ee's	Salary Range			Average	State	Difference	
			Min	Mid	Max			Avg	Mdpt-Avg
CL0032	Office Assistant II	5770				20,410	JSND		
		83	14,556	19,404	21,828	19,008	ND	-7.4%	-5.2%
CL0033	Office Assistant III	5770				23,302	JSND		
		167	16,008	21,348	26,688	20,408	ND	-14.2%	-9.2%
CL0042	Administrative Assistant II	3130				28,343	JSND		
		141	19,368	25,824	32,280	25,340	ND	-11.9%	-9.8%
CL0043	Administrative Assistant III	3130				32,220	JSND		
		74	21,300	28,404	35,508	30,048	ND	-7.2%	-13.4%
CL0142	Programmer/Analyst II	460				57,218	JSND		
		30	31,476	41,964	52,452	39,975	ND	-43.1%	-36.4%
CL0143	Programmer/Analyst III	460				67,085	JSND		
		55	34,884	46,512	58,140	46,874	ND	-43.1%	-44.2%
CL0131	Programmer	900				45,822	JSND		
		8	23,472	31,296	39,120	30,528	ND	-50.1%	-46.4%
CL0174	Computer & Network Specialist II	250				43,862	JSND		
		20	28,368	37,824	47,280	34,798	ND	-26.0%	-16.0%
CL0175	Computer & Network Specialist III	250				50,686	JSND		
		13	34,884	46,512	58,140	44,010	ND	-15.2%	-9.0%
CL0222	Accounting/Budget Specialist II	1890				48,115	JSND		
		17	25,572	34,092	42,612	32,549	ND	-47.8%	-41.1%
CL0223	Accounting/Budget Specialist III	1890				58,175	JSND		
		28	31,476	41,964	52,452	40,530	ND	-43.5%	-38.6%
CL0712	Attorney II	650				71,627	JSND		
		7	37,920	50,556	63,192	44,729	ND	-60.1%	-41.7%
CL0713	Attorney III	650				90,688	JSND		
		5	47,364	63,156	78,948	63,240	ND	-43.4%	-43.6%
CL2003	Engineering Tech III	400				33,132	JSND		
		41	21,300	28,404	35,508	30,517	ND	-8.6%	-16.6%
CL2004	Engineering Tech IV	400				37,642	JSND		
		69	25,572	34,092	42,612	35,652	ND	-5.6%	-10.4%
CL2022	Transportation Engineer II	610				52,368	JSND		
		27	31,476	41,964	52,452	40,844	ND	-28.2%	-24.8%
CL2023	Transportation Engineer III	610				59,261	JSND		
		56	34,884	46,512	58,140	48,691	ND	-21.7%	-27.4%
CL2042	Environmental Engineer II	90				56,158	JSND		
		15	31,476	41,964	52,452	37,672	ND	-49.1%	-33.8%
CL2043	Environmental Engineer III	90				64,830	JSND		
		14	34,884	46,512	58,140	44,055	ND	-47.2%	-39.4%
CL3051	Licensed Prac Nurse I	2670				27,873	JSND		
		8	19,368	25,824	32,280	26,751	ND	-4.2%	-7.9%
CL3052	Licensed Prac Nurse II	2670				29,715	JSND		
		61	21,300	28,404	35,508	29,184	ND	-1.8%	-4.6%
CL3062	Registered Nurse II	6180				43,961	JSND		
		90	28,368	37,824	47,280	39,013	ND	-12.7%	-16.2%
CL3063	Registered Nurse III	6180				49,031	JSND		
		33	31,476	41,964	52,452	43,233	ND	-13.4%	-16.8%

**JOB SERVICE NORTH DAKOTA
2004**

Cls Code	Match Title	# Ee's	Salary Range			Average	State	Difference	
			Min	Mid	Max			Avg	Mdpt-Avg
CL3232	Chemist II	130				43,408	JSND		
		5	28,368	37,824	47,280	35,928	ND	-20.8%	-14.8%
CL3233	Chemist III	130				51,418	JSND		
		3	31,476	41,964	52,452	41,816	ND	-23.0%	-22.5%
CL4133	Addiction Counselor II	210				35,740	JSND		
		66	28,368	37,824	47,280	34,355	ND	-4.0%	5.5%
CL4134	Addiction Counselor III	210				38,924	JSND		
		15	31,476	41,964	52,452	42,726	ND	8.9%	7.2%
CL4212	Social Worker II	260				33,420	JSND		
		24	25,572	34,092	42,612	31,231	ND	-7.0%	2.0%
CL4213	Social Worker III	260				37,788	JSND		
		45	28,368	37,824	47,280	35,164	ND	-7.5%	0.1%
CL5112	Correctional Officer II	180				29,654	JSND		
		176	23,472	31,296	39,120	25,862	ND	-14.7%	5.2%
CL5113	Correctional Officer III	180				33,340	JSND		
		7	25,572	34,092	42,612	32,374	ND	-3.0%	2.2%
CL6072	Biologist II	100				49,707	JSND		
		26	31,476	41,964	52,452	44,212	ND	-12.4%	-18.5%
CL6073	Biologist III	100				56,428	JSND		
		7	34,884	46,512	58,140	49,347	ND	-14.3%	-21.3%
CL7010	Custodian	6470				18,673	JSND		
		50	13,236	17,640	22,056	16,819	ND	-11.0%	-5.9%
CL7122	Cook I	1370				18,293	JSND		
		34	16,008	21,348	26,688	18,495	ND	1.1%	14.3%
CL7123	Cook II	1370				20,379	JSND		
		13	17,604	23,472	29,340	21,960	ND	7.2%	13.2%
CL7203	Laundry Worker	630				17,486	JSND		
		4	13,236	17,640	22,056	18,813	ND	7.1%	0.9%
CL8412	Equipment Operator II	510				26,641	JSND		
		250	19,368	25,824	32,280	25,324	ND	-5.2%	-3.2%
CL8413	Equipment Operator III	510				30,538	JSND		
		84	21,300	28,404	31,956	31,736	ND	3.8%	-7.5%

1999 & 2001 Market/Equity Distribution Plan

SALARY INCREASE MODEL - 2001										
Special Market/Equity Increase										
Prepared by: ND Central Personnel Division Office of Management & Budget		MARKET/EQUITY MODEL				Salary Increase:		# Employees rcvg:		
						4.8%		65		
		3.4%		386						
		2.1%		2,058						
		0.9%		1,717						
Increase Information				General Information						
Total # E'es:		6,572		# Employees:		6,572				
E'es Receiving Increases:		4,226		Current		New				
Total Market/Equity Salary Increase:		\$ 4,006,968		Avg Salary:		\$2,448 \$2,474				
Total Market/Equity Cost:		\$ 4,675,303		Avg Compa-Ratio:		0.92 0.93				
Total General Fund Cost:		\$ 2,694,343		Yrs Svc (7/1/01):		12.6				
Total Special Fund Cost:		\$ 1,980,960		Yrs in Cls/Grd (7/1/01):		7.0				
				Avg Increase \$:		\$25.41				
				Avg Increase %:		1.1%				

RANGE COMPRESSION MATRIX						
Yrs Svc		8-tile				
From:	Up To:	1	2	3	4	5
12	99	4.8%	3.4%	2.1%	0.9%	0.0%
7	12	3.4%	2.1%	0.9%	0.0%	0.0%
0	7	2.1%	0.9%	0.0%	0.0%	0.0%

DRAFT 6/8/01 (7/16/01) FINAL

Org	Dept	Div	Name	Class	Grade	Current Salary	Current C-Ratio	8-tile	Yrs Svc on 7/1/01	Yrs in Cls/Grd	Total Increase #	Cost with % Gen Fund	Gen Fund Cost	Spcl Fund Cost	Salary % Inc	New Salary	New C-Ratio
xxx	yyy	50%	a	33	5	767.00	0.88	3	1.9	1.9	0				0.0%	767.00	0.88
xxx	yyy		b	33	5	1,262.00	0.72	1	0.7	0.7	1	\$ 27.00	31.50	0.00	2.1%	1,299.00	0.74
xxx	yyy		c	32	5	1,463.00	0.84	2	1.7	1.7	1	\$ 13.00	15.20	0.00	0.9%	1,476.00	0.85
xxx	yyy		d	3	5	1,555.00	0.89	3	1.8	1.8	0			0.00	0.0%	1,555.00	0.89
xxx	yyy		e	33	5	1,533.00	0.88	3	3.1	3.1	0			0.00	0.0%	1,533.00	0.88
xxx	yyy		f	42	7	1,547.00	0.73	1	0.7	0.7	1	\$ 32.00	37.30	0.00	2.1%	1,579.00	0.75
xxx	yyy		g	42	7	1,635.00	0.77	1	1.8	1.8	1	\$ 34.00	39.70	0.00	2.1%	1,669.00	0.79
xxx	yyy		h	33	5	1,731.00	0.99	4	7.2	7.2	0			0.00	0.0%	1,731.00	0.99
xxx	yyy		i	41	6	1,943.00	1.01	5	13.3	13.3	0			0.00	0.0%	1,943.00	1.01
xxx	yyy		j	42	7	2,042.00	0.97	4	13.0	13.1	1	\$ 18.00	21.00	0.00	0.9%	2,060.00	0.98
xxx	yyy		k	212	7	2,042.00	0.97	4	13.9	13.9	1	\$ 18.00	21.00	0.00	0.9%	2,060.00	0.98
xxx	yyy		l	33	5	2,014.00	1.15	5	20.2	20.2	0			0.00	0.0%	2,014.00	1.15
xxx	yyy		m	43	8	2,260.00	0.97	4	15.6	15.3	1	\$ 20.00	23.30	0.00	0.9%	2,280.00	0.98
xxx	yyy		n	43	8	2,065.00	0.89	3	10.5	10.8	1	\$ 19.00	22.20	0.00	0.9%	2,084.00	0.90
xxx	yyy		o	33	5	2,122.00	1.22	5	22.9	22.9	0			0.00	0.0%	2,122.00	1.22
xxx	yyy		p	43	8	2,364.00	1.02	5	14.4	14.4	0			0.00	0.0%	2,364.00	1.02
xxx	yyy		q	181	8	2,446.00	1.05	5	15.6	15.3	0			0.00	0.0%	2,446.00	1.05
xxx	yyy		r	221	8	2,529.00	1.09	5	22.9	21.6	0			0.00	0.0%	2,529.00	1.09
xxx	yyy		s	911	8	2,620.00	1.13	5	24.1	24.1	0			0.00	0.0%	2,620.00	1.13
xxx	yyy		t	912	10	2,857.00	1.03	5	21.8	21.8	0			0.00	0.0%	2,857.00	1.03
xxx	yyy		u	912	10	3,228.00	1.16	5	27.6	27.6	0			0.00	0.0%	3,228.00	1.16
xxx	Cd21										8		211.20	0.00			
xxx	Total												211.20	0.00			
xxx	Average					2,001.19	0.97		12.1	12.1		\$ 22.63	100%		0.5%	2,009.81	0.97

Explanation of Market/Equity Model

Employee List

- 1 **8-tile** - Identifies which 8th of the range the employee's salary is in (5 indicates pay above midpoint).
- 2 **Yrs Svc** - Employees total years of state service on 7/1/01

Range Compression Matrix

- 3 **8-tile** -1st, 2nd, 3rd, 4th octile (or eighth) of the salary range; 5 indicates any pay above midpoint.
- 4 **Yrs Svc** -3 groupings of years; 0-7 years, 7-12 years, over 12 years.

The spreadsheet bases the calculated salary increases on range position and years of service.

An employee paid in the 1st eighth of the range with 0-7 yrs of service was identified for a 2.1% increase.

↓	1st	7-12	3.4%
		over 12	4.8%
	2nd	0-7	0.9%
		7-12	2.1%
	3rd	over 12	3.4%
		0-7	0.0%
	4th	7-12	0.9%
		over 12	2.1%
	5th	0-7	0.0%
		7-12	0.0%
	5th	over 12	0.9%
		5th eighth of the range and above were not eligible for market/equity increases.	

